
Introduced by Senator Jackson

(Principal coauthor: Assembly Member Lowenthal)

**(Coauthors: Senators Corbett, Evans, Galgiani, Hancock, Liu,
Pavley, and Wolk)**

April 1, 2013

Senate Concurrent Resolution No. 30—Relative to Equal Pay Day.

LEGISLATIVE COUNSEL'S DIGEST

SCR 30, as introduced, Jackson. Equal Pay Day.

This measure would declare April 9, 2013, as Equal Pay Day.

Fiscal committee: no.

1 WHEREAS, Fifty years after the passage of the Equal Pay Act,
2 women, especially women of color, continue to suffer the
3 consequences of unequal pay; and

4 WHEREAS, According to the United States Census Bureau,
5 full-time women working year round in 2011 earned on average
6 77 percent of the earnings of their male counterparts, with African
7 American women earning only 68 percent and Latino women
8 earning only 59 percent of wages paid to men, indicating little
9 change or progress in pay equity; and

10 WHEREAS, While several measures of educational achievement
11 show that on average women are faring as well as their male
12 counterparts today, often these gains do not translate into
13 comparable economic success beyond college; and

14 WHEREAS, A study in 2012 by the American Association of
15 University Women found that one year after college graduation,
16 women were paid on average only 82 percent of what their male
17 counterparts made; and

1 WHEREAS, In 2009 the Lilly Ledbetter Fair Pay Act was signed
2 into law, which gives back to employees their day in court to
3 challenge a pay gap, but Congress has yet to pass the Paycheck
4 Fairness Act, which would amend the Equal Pay Act by closing
5 loopholes and improving the law's effectiveness; and

6 WHEREAS, According to one estimate, college-educated
7 women working full time earn more than a half million dollars
8 less than their male peers do over the course of a lifetime; and

9 WHEREAS, Recent budget cuts to California's community
10 colleges have made it harder for women to obtain a degree or enroll
11 in courses resulting in a dramatic decrease of women's enrollment
12 in community colleges since 2007; and

13 WHEREAS, Nearly four in 10 mothers are primary breadwinners
14 in their households, and nearly two-thirds are significant earners,
15 making pay equity critical to families' economic security; and

16 WHEREAS, A lifetime of lower pay means women have less
17 income to save for retirement and less income counted in a Social
18 Security or pension benefit formula; and

19 WHEREAS, The American Association of University Women
20 in a 2011 report found that according to the United States Census
21 Bureau, women marketing and sales managers earned \$59,491 in
22 2009, compared with \$89,933 for their male peers; women
23 physicians and surgeons earned \$120,971, compared with \$190,726
24 for their male peers; and women securities, commodities, and
25 financial services sales agents earned \$52,524, compared to
26 \$85,760 for their male peers; and

27 WHEREAS, Fair pay equity policies can be implemented simply
28 and without undue costs or hardship in both the public and private
29 sectors; and

30 WHEREAS, Tuesday, April 9, 2013, symbolizes the time when
31 the wages paid to American women catch up to the wages paid to
32 men from the previous year; now, therefore, be it

33 *Resolved by the Senate of the State of California, the Assembly*
34 *thereof concurring*, That the Legislature declares April 9, 2013,
35 as Equal Pay Day; and be it further

36 *Resolved*, That the citizens of California are urged to recognize
37 the full value of women's skills and significant contributions to
38 the labor force, and that businesses are encouraged to conduct an
39 internal pay evaluation to ensure women are being paid fairly; and
40 be it further

- 1 *Resolved*, That the Secretary of the Senate transmit copies of
- 2 this resolution to the author for appropriate distribution.

O